

# Comparisons of Job Characteristics

**Focus Occupation: Compensation and Benefits Managers (11-3041)**

**Associated Occupation: Human Resources Assistants, Except Payroll and Timekeeping (43-4161)**

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 78

**Focus Occupation: Compensation and Benefits Managers (11-3041)**

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Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Customer and Personal Service	11.3	17.8	10.3	<<	Extensive education and/or training may be required
Clerical	7.3	16.7	8.2	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	16.0	20.8	>>	Current knowledge level is likely more than sufficient
Administration and Management	8.4	12.2	15.2	>	Current knowledge level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 85

**Focus Occupation: Compensation and Benefits Managers (11-3041)**

**Associated Occupation: Human Resources Assistants, Except Payroll and Timekeeping (43-4161)**

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Reading Comprehension	10.7	13.3	13.6	0	Current skill level may be sufficient
Active Listening	11.0	12.5	13.0	0	Current skill level may be sufficient
Writing	9.2	10.5	11.1	0	Current skill level may be sufficient
Service Orientation	7.9	9.0	9.2	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 95

Focus Occupation: Compensation and Benefits Managers (11-3041)

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Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Oral Comprehension	12.5	14.1	14.2	0	Current ability level may be sufficient
Oral Expression	12.4	14.0	13.6	0	Current ability level may be sufficient
Written Comprehension	11.0	12.3	13.9	>	Current ability level is likely sufficient
Near Vision	11.1	11.5	10.2	<	Some improvement in abilities may be required
Written Expression	9.8	11.1	13.6	>	Current ability level is likely sufficient
Speech Clarity	10.2	10.7	11.2	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 59

Focus Occupation: Compensation and Benefits Managers (11-3041)

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Work Activities	Exclusivity of Activity
Compile numerical or statistical data	38
Fill out insurance forms	81
Obtain information from individuals	24
Use interviewing procedures	23

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 76

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Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Content management software	6

Data management and query software	1
Duplicating machines	6
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.